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STATE OF COLORADO

EXECUTIVE CHAMBERS

136 State Capitol
Denver, Colorado 80203-1792
Phone (303) 866-2471



D0010 96 EXECUTIVE ORDER

Roy Romer
Governor

WORKPLACE VIOLENCE

WHEREAS, the incidence and prevalence of workplace violence have increased in recent years; and

WHEREAS, State employees have the right to expect their employer to take necessary steps to provide a violence-free environment and an opportunity to address issues concerning violence; and

WHEREAS, the State of Colorado has several policies reflecting its commitment to maintaining a safe and healthy working environment for its employees, clients and the public; and

WHEREAS, this policy on workplace violence is consistent with that commitment.

NOW, THEREFORE, I, Roy Romer, Governor of the State of Colorado, pursuant to the authority vested in me under the statutes and constitution of the State of Colorado, DO HEREBY ORDER THAT:

1. The state will not tolerate violent behavior or the threat of violent behavior directed by anyone toward state employees, customers, clients, state property or facilities. Such behavior may result in corrective and/or disciplinary action if it is committed by a state employee, and/or criminal charges when appropriate;
2. Possession of a firearm or weapon of any kind, including those defined by Colorado Revised Statute (C.R.S.) Title 18, Article 12, is prohibited at work, including in a state vehicle, except when such possession is a necessary requirement of an employee's job, or is approved by an appointing authority;
3. Violent behavior is defined as any act or threat of physical, verbal or psychological aggression or the destruction or abuse of property by any individual. Threats may include veiled, conditional or direct threats in verbal or written form, resulting in intimidation, harassment, harm or endangerment to the safety of another person or property;
4. This policy is not intended to preclude the use or threat of reasonable force, where appropriate, in the course of a state employee's assigned duties;
5. All threats to employee safety from any source, including domestic violence occurring in the workplace, will be taken seriously and addressed appropriately;

6. Employees who believe they have been subjected to behavior prohibited by this policy, or who have observed any such behavior should report the incident to their supervisor or other appropriate authority. The supervisor or appropriate authority will investigate and take appropriate action;
7. Copies of this Executive Order shall be distributed to all state departments and agencies and shall be displayed in prominent locations in their offices and facilities, particularly those locations in which notices are generally posted;
8. Agency managers are directed to evaluate their organization and take appropriate steps to address potential workplace violence situations.



GIVEN under my hand and the
Executive Seal of the State of
Colorado on this 13th day of
August 1996.

A handwritten signature in cursive script that reads "Roy Komer".

Roy Komer
Governor